

SECTION 16.50 SAMPLE BUMPING (AFSCME)
Last Reviewed: 2/2011

BUMPING EXAMPLES

EXAMPLE 1

- Anderson is to be laid off. Anderson is a Typist Advanced, full-time, with a seniority date of July 1, 1985.
- Anderson has only one bumping option, i.e., to a lower class in the same series.

<u>Name</u>	<u>Job Class</u>	<u>Seniority Date</u>	<u>Status</u>
Anderson	Typist Advanced	07/01/85	Full-time
	Bumps to Typist		
Brown	Typist	07/01/87	Full-time
Camp	Typist	12/01/88	Full-time
Doe	Typist	06/01/89	Part-time

1. Anderson bumps Doe's part-time (0.5 FTE) position and one-half of Camp's position (0.5 FTE).
2. Thus, Anderson maintains a full-time position.
3. Doe is laid off (may have bumping rights).
4. Camp can accept the part-time (0.5 FTE) position or accept layoff.
5. The Employer can reassign job responsibilities in accordance with the department's need for full-time and part-time positions consistent with the organizational structure before bumping.

Variation

If Doe is the only less senior employee in job class, Anderson must accept the part-time position or be laid off (assumes no prior held class).

EXAMPLE 2

- Anderson is to be laid off. Anderson is a Typist Advanced, part-time, with a seniority date of July 1, 1985.
- Anderson has only one bumping option, i.e., to a lower class in the same series.

<u>Name</u>	<u>Job Class</u>	<u>Seniority Date</u>	<u>Status</u>
Anderson	Typist Advanced	07/01/85	Part-time
	Bumps to Typist		

Brown	Typist	07/01/87	Full-time
Camp	Typist	12/01/88	Part-time
Doe	Typist	06/01/89	Full-time

1. The department has an organizational structure of two full-time positions and one part-time position, and is not required to create a new structure.
2. Anderson must bump the least senior, Doe, and take the full-time position or accept layoff.
3. Anderson cannot bump Camp and leave Doe in place because Camp is not the least senior.

EXAMPLE 3

- Anderson is to be laid off. Anderson is a Typist Advanced, full-time, with a seniority date of July 1, 1985.
- Anderson has only one bumping option, i.e., to a lower class in the same series.

<u>Name</u>	<u>Job Class</u>	<u>Seniority Date</u>	<u>Status</u>
Anderson	Typist Advanced	07/01/85	Full-time
	Bumps to Typist		
Brown	Typist	07/01/87	Full-time
Camp	Typist	12/01/88	Part-time Dickinson County
Doe	Typist	06/01/89	Part-time Lyon County

1. Anderson can bump Doe and Camp if Anderson can work **BOTH** schedules. However, if both part-time schedules are the same hours, an employee can bump only the least senior employee. The Employer is not required to rearrange hours or relocate jobs to create a full-time position.

BASIC PRINCIPLES:

1. The employer creates jobs in the first instance (i.e., basic components of hours, location, work unit, days off, duties, etc.) The Employer is not required to reorganize jobs because of bumping. After bumping, the Employer may need to reassign duties consistent with full-time/part-time needs as established prior to bumping.
2. The Employer will attempt to insure that when bumping, a full-time employee gets full-time hours if possible, as in Example 1, above.